



Employee Perks and Benefits at Salve Regina University

Our unique combination of benefits and perks were designed to keep you and your family's well-being and happiness in mind, assist with financial needs, foster a continuous learning environment focused on innovative and transformational thinking and promote a healthy work-life balance.

PERKS

- Employees enrolled in a Salve Regina health insurance plan are eligible for the following...
 - \$260 payroll credit in the following year if 1000 wellness-related points are earned by completing various wellness activities.
 - Up to a \$150.00 wellness reimbursement for applicable fitness studios and facilities, qualified nutrition programs, and qualified mindfulness programs.
 - Telehealth services provided by Doctor On Demand.
Access virtual health care in minutes. Available 24/7.
- Low or no cost on-site fitness classes for Salve Regina employees.
- Robust wellness program.
Wellbeing seminars, webinars, fitness challenges, weight-loss plans & exercise/fitness options.
- Eligible employees receive up to 13 Holidays, 1 Floating Holiday, approximately 4 President's Days, and 2 Personal Days.
- Work/life balance.
Full-time employees are 35 hours/week for many positions.
- Reduced summer work schedule.
Early dismissal on Fridays from approx. July – August.
- Access to the Salve Regina library, chapel, and recreation center including the fitness rooms.
- Personal and professional growth opportunities including access to LinkedIn Learning's robust online learning platform.
Additional opportunities are available through various internal and external vendors/departments.
- 10% off bookstore purchases and Miley Hall dining facility.
Must have University ID to receive discounted rates.
- Various [membership discounts](#) to fitness facilities in the area.
- Free RIPTA transportation services anywhere in the State of RI.
Must have University ID to receive transportation.
- [Self-service Relocation Assistance Portal](#) for new hires relocating to the RI area.
[Sterling Lexicon](#) features and benefits.
- Invitation to many Salve Regina community events.
- Scenic campus location.
Access to Cliff Walk, Newport mansions and beaches.

BENEFITS

- Generous leave time for eligible staff.
Sick and safe leave, vacation and personal time.
- Paid Parental Leave.
This policy allows eligible employees to receive 6 weeks of Paid Parental Leave from the University for the birth or adoption of a child that does not require the use of accrued sick or vacation time.
- Adoption Assistance.
This policy provides reimbursement of up to \$3,000 in qualified expenses associated with the cost of adoption after the adoption is finalized.
- 403(b) Contribution and advising services.
University will contribute up to 8% for eligible employees; on-site and virtual advising services available periodically throughout the year with a TIAA representative.
- With Salve's TIAA retirement plan, you may choose to make voluntary pre-tax contributions or after-tax, Roth contributions. With the Roth option, your after-tax contributions have the potential to accumulate tax free. You can make contributions either pre-tax, Roth, or a combination of both .
- College Bound Fund.
College savings program – automatic payroll deductions and investment options available.
- Comprehensive healthcare options with affordable insurance premiums.
- Employer contributions into a Health Savings Account.
Must be enrolled in high deductible health plan – employer contribution varies based on plan tier.
- Employer paid Life Insurance and Long-Term Disability coverage.
LTD: 60% of base monthly salary up to \$10,000, Life equal to \$50,000 – reduced at age 65 to 65% and at age 70 to 50%.
- Optional Dental, Vision, Voluntary Life and Dependent Life Insurance, Flexible Spending Account Plan, Supplemental Insurance (Aflac), and Long-term Care coverage.
- Up to 100% free tuition at Salve Regina for eligible employees and dependents.
- Employee Assistance Program for employees and their family members.
- Tuition Exchange Program available for qualified dependents.
- Access to SAVI, a student loan forgiveness assistance program.
At no cost, SAVI helps cap your payment based on your income and family size, free up funds to direct towards other financial goals, remove the complexities of forgiveness and puts the process on auto-pilot.
- Discounted pet insurance through ASPCA
- Discounted/subsidized rates and employer contribution amounts may vary or change periodically throughout the year. All benefits are subject to eligibility and waiting period requirements. For further information please refer to the [Staff Handbook](#), [Employee Benefits page](#), HR benefits and wellness Campus page or contact the Office of Human Resources, ext 2137.